



# “Growing a Positive, Thriving Culture with Deep Roots”

**Defining Our Why Beyond the Services We Provide**

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Today is about *culture*, not policies—how people feel, connect, and grow together at work as a team.



Build workplaces where people feel:



- Valued
  - Connected
  - Empowered
- 
- Culture is *how we show up* every day
  - It affects morale, retention, productivity, and trust
  - A healthy culture doesn't happen by accident—it's intentional



# Why Culture Matters & Why Do We Exist?

## Our Purpose Beyond the Work

- More than tasks and services
- More than job descriptions
- A shared purpose that connects us



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How well do you collaborate with  
your team members?



# The Garden Metaphor 🌿

Culture is like a garden:

- **Roots** = values & purpose
- **Soil** = trust & communication
- **Water** = encouragement & recognition
- **Sunlight** = transparency & leadership
- **Pruning** = accountability & growth



# Deep Roots – Core Values

- What do we stand for?
- What behaviors do we reward?
- What behaviors do we *NOT* tolerate?

## What roots we want to value:

- Respect
- Integrity
- Accountability
- Inclusion
- Compassion





# Healthy Soil – Trust & Psychological Safety

## A thriving culture requires:

- Open communication
- Feeling safe to speak up
- Being heard without fear

## Signs of Healthy Soil:

- ✓ People ask questions
- ✓ Mistakes are learning moments
- ✓ Feedback flows both ways



# Watering the Culture – Encouragement & Recognition

## Ways to “water” your culture:

- Say thank you—often
- Celebrate small wins
- Acknowledge effort, not just results





# Pruning – Accountability & Growth

**Pruning isn't punishment—it's care**

- Address issues early
- Set clear expectations
- Coach, don't shame

**Healthy pruning leads to:**

- Stronger teams
- Clear boundaries
- Continued growth



# Sunlight – Leadership & Transparency

## Leadership sets the tone

- Model the behavior you expect
- Be clear and consistent
- Share the “why,” not just the “what”



# Everyone Is a Gardener

**Culture is everyone's responsibility**

**Leaders plant the vision**

- Teams nurture the environment
- Individuals choose how they show up

**Healthy cultures face storms**

- Change
- Conflict
- Burnout

**Strong roots help us**

- Stay grounded
- Adapt
- Grow stronger together



## Reflection- What Value Are You Bringing Forward?

| <u>Value</u> | <u>Scent</u>          | <u>What It Represents in Our Culture</u>       |
|--------------|-----------------------|------------------------------------------------|
| Calm         | Lavender / Chamomile  | Emotional safety, patience, balanced responses |
| Trust        | Sandalwood / Vanilla  | Stability, reliability, psychological safety   |
| Growth       | Eucalyptus / Rosemary | Learning, adaptability, continuous improvement |
| Joy          | Sweet Orange / Lemon  | Positivity, connection, shared purpose         |



# Call to Action

**One Root. One Action. One Commitment.**

*Sustainable culture grows through intentional daily actions. What are you planting?*

**WORDS / ACTIONS / ATTITUDES**





**Thank you!**

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